

1. Equality Impact Assessment (EIA) Template

<p>Title of EIA (should clearly explain what you are assessing)</p>	<p>Housing Strategy 2015 This EIA is assessing the development of the council's new citywide Housing Strategy 2015 which identifies the housing need of the city's population and sets out goals to address the key themes that have been identified through research and consultation</p>	<p>ID No.</p>	<p>H57</p>
<p>Team/Department</p>	<p>Housing Strategy Team Housing Strategy & Development & Private Sector Housing</p>		
<p>Focus of EIA</p>	<p>The focus of the this EIA is the development of the new Housing Strategy 2015 which is an important document that sets out how the council will address the housing needs of the city's population over the next five years. It is a citywide strategy and relevant to everyone living in the city irrespective of the type of housing tenure they live in and housing issues they have.</p> <p>It is a key stand alone chapter of the Sustainable Community Strategy and a fundamental piece of evidence to support the City Plan, the Local Housing Investment Plan and other housing related funding opportunities.</p> <p>The strategy identifies the key housing needs that matter to local people and action to be taken that will make a real difference to their lives and have a positive impact on the city's population. It sets out how the council and its partners will work together to address housing pressures in the city and bring benefits to the city through levering in funding for the authority and its partners.</p> <p>The goals of the strategy are to implement and support measures to make sure there is a continuing supply of housing that is affordable to local people, that the delivery of new affordable housing matches the needs of the city's population, that we make the best use of existing available housing and the condition of existing housing continues to improve. That the provision of housing related support brings a positive and effective contribution to the lives of the city's most vulnerable people and prevents a need for more intensive (and costly) support services that often offer a lower level of independence.</p>		

	Summary of data about your service-users and/or staff	Summary of service-user and/or staff feedback	Impacts identified from data and feedback (actual and potential)	All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
General Notes	An extensive analysis of housing related data to help develop the strategy has been produced. Key points are included below, but please see the Housing Strategy 2015 Supporting Data Analysis and Housing Strategy 2015 Family Housing Supporting Data Analysis for more information	An extensive consultation process was carried out to help develop the strategy. Key points are included below, but please see the Housing Strategy 2015 Consultation Report for more information	An extensive analysis of housing related data to help develop the strategy has been produced. Key points are included below, but please see the Supporting Data Analysis, Family Housing Supporting Data Analysis and Consultation Report for more information	These actions have been used to develop the Housing Strategy 2015 Action Plan within the new strategy
Age (people of all ages)	Accepted as homeless in 2013/14 <ul style="list-style-type: none"> • 141 (28%) aged 16-24 • 273 (54%) aged 25-44 • 70 (14%) aged 45-59 • 9 (2%) aged 60-64 • 5 (1%) aged 75 and over On the housing register on 17 August 2014 – <ul style="list-style-type: none"> • 2483 (12.7%) aged 	Need for appropriate allocations to social rented sheltered Older people living in inappropriate housing in the private rented sector Assistance to downsize Improve the quality of student housing Consultees include: <ul style="list-style-type: none"> • Housing support 	Younger people are more likely to find themselves homeless than people aged 45 and above Poor housing conditions can have impact on the health and wellbeing of low income households, older people and students Older households under-occupying housing often in poor condition – asset rich / cash poor	Improve house conditions across e.g. work with private sector landlords, continue to achieve 100% decency in social rented Extend the Houses in Multiple Occupation additional licensing scheme across other areas of the city Continue to expand affordable housing supply for both rent and shared-

	Summary of data about your service-users and/or staff	Summary of service-user and/or staff feedback	Impacts identified from data and feedback (actual and potential)	All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	<p>60 and over,</p> <ul style="list-style-type: none"> • 1083 (5.5%) aged 50-54, • 901 (4.5%) aged 55-59, • 15125 (77.2%) aged under 50. <p>Lets to households on housing register 2013/14</p> <ul style="list-style-type: none"> • 120 (16.7%) aged 60 and over, • 40 (5.6%) aged 50-54, • 47 (6.5%) aged 55-59 • 511 (71.2%) aged under 50 <p>15% of people in receipt of housing related support are young people, 42.1% are older people, 0.5% are teenage parents</p>	<p>services</p> <ul style="list-style-type: none"> • Older people's council • Student union • Age friendly city group / network • Universities 	<p>Older households under-occupying in social rented sector may find transferring difficult e.g. unable to cope, not find a suitable location</p> <p>Working age households on benefits under-occupying rented homes are penalised under welfare reform</p> <p>The cost to rent or buy in the city is too expensive to people on low incomes affecting the young and old</p>	<p>ownership</p> <p>Continue to provide housing related support to the city's most vulnerable people e.g. homeless, teenage parents</p> <p>Continue to acquire suitable temporary accommodation</p> <p>Continued funding for targeted Tenants Incentive Scheme</p>

	Summary of data about your service-users and/or staff	Summary of service-user and/or staff feedback	Impacts identified from data and feedback (actual and potential)	All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
<p>Disability (a person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities¹)</p>	<p>0.4% of people in receipt of housing related support had a physical or sensory disability</p> <p>4.9% of people in receipt of housing related support suffered mental health</p> <p>98 (18%) of households accepted as homeless in 2013/14 had a member with a physical disability</p> <p>1,332 households on the housing register with a member how were assessed with a mobility level</p> <p>104 social housing lets in 2013/14 where the property was assessed as with mobility level</p>	<p>Lack of suitable housing supply for those with disabilities (particularly family housing)</p> <p>Issues around access</p> <p>Isolation on urban fringe for those reliant on public transport</p> <p>Properties that are new built and considered as 'accessible' often need radical adaptations including removing the adaptations put in prior to the client being identified.</p> <p>Social housing offers sometimes have to be declined as the properties are either unsuitable to due to access issues or location</p>	<p>Overcrowding due to shortage of suitable accommodation</p> <p>Living in unsuitable accommodation</p> <p>Households on housing register accepting properties that do not fully meet the needs of the family member with a disability and so have to be rehoused within a short time period</p> <p>Lack of suitable accommodation in the Private Rented Sector</p> <p>Lack of access due to high cost of adaptation, physical difficulty dealing with repairs, and inability to afford alternative</p>	<p>Work with developers maximise opportunities to provide adapted homes</p> <p>Target adaptations for home owners living in suitable properties</p> <p>Work with private sector landlords to provide accessible private rented homes</p> <p>Ensure all new affordable housing meets lifetime homes standard</p> <p>Continue to meet the target of 10% fully wheelchair accessible new affordable housing</p> <p>Acquire suitable Temporary Accommodation</p>

¹ The definition includes: sensory impairments, impairments with fluctuating or recurring effects, progressive, organ specific, developmental, learning difficulties, mental health conditions and mental illnesses, produced by injury to the body or brain. Persons with cancer, multiple sclerosis or HIV infection are all now deemed to be disabled persons from the point of diagnosis.

	Summary of data about your service-users and/or staff	Summary of service-user and/or staff feedback	Impacts identified from data and feedback (actual and potential)	All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	10% of 164 new affordable homes built in 2013/14 were wheelchair accessible homes	Flats can be an issue when lifts break down Consultees include: <ul style="list-style-type: none"> • Children and Families • Federation of Disabled People 	accommodation. The city is hilly so reduces options of places to live Many homes not suitable for people with a physical disability due to age / design	properties for homeless people with a disability Secure funding to provide housing related support for vulnerable people with mental health issues and other disabilities Continue to assess council homes for mobility level and maintain register Continue to assess applicants for mobility level and match properties to applicants
Gender reassignment (a transsexual person is someone who proposes to, starts or has completed a process to change his or her gender. A person does <u>not</u> need to be under medical supervision to be protected)	Housing Options monitoring 2009-2012: <ul style="list-style-type: none"> • Trans* people were less likely to be accepted as homeless and in priority need • But - small numbers and poor recording of Trans* status in past – only 39 Trans* clients 	Historically poor experiences of housing staff not understanding needs of Trans* community however recognition that the more recent experiences have been positive and found staff understanding following training and	The Trans Scrutiny Report found that: <ul style="list-style-type: none"> • Need for up-to-date monitoring and staff training • Older trans people suffer transphobia and discrimination in supported housing (recognition in the 	Continue to implement Trans Scrutiny Panel Recommendations: <ul style="list-style-type: none"> • Recommendation 15: During the upcoming revision of housing strategies (homelessness, LGBT housing) the views of

	Summary of data about your service-users and/or staff	Summary of service-user and/or staff feedback	Impacts identified from data and feedback (actual and potential)	All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	<p>recorded in Housing Options (0.3%)</p> <p>Count Me In Too found that:</p> <ul style="list-style-type: none"> • 36% of trans respondents had experienced homelessness. • that trans people had particular vulnerabilities with transphobic landlords 	<p>awareness raising</p> <p>Discrimination in accessing private rented housing and from other residents in shared housing</p> <p>Discrimination/abuse from other homeless population when rough sleeping</p> <p>Hostels felt not to be safe spaces for Trans* people particularly in respect of appropriate male/female sleeping arrangements and discrimination from other hostel users</p> <p>Consultees include:</p> <ul style="list-style-type: none"> • LGBT Network • LGBT Health and Inclusion Project 	<p>consultation that this has improved with some providers)</p> <ul style="list-style-type: none"> • Access to appropriate and affordable housing • Some young trans people or people who are transitioning may not feel safe in shared accommodation or with shared facilities • Changes in the single room rate have a particularly negative effect on trans people due to issues around privacy and safety. • Some trans people are being housed in areas of the city where they do not feel safe but find it difficult to move • Trans people are discriminated against when looking for rental accommodation • Local connection means that trans people moving to the 	<p>the trans community should be actively sought. Specifically, the Housing Options service should be reviewed to ensure that it is widely known about and used by trans people in housing need. A programme of outreach to the trans community to publicise the assistance available from the housing department should be undertaken.</p> <ul style="list-style-type: none"> • Recommendation 16: The Housing department should also commence a programme of awareness raising about the legal protections for trans people in housing provision and promote

	Summary of data about your service-users and/or staff	Summary of service-user and/or staff feedback	Impacts identified from data and feedback (actual and potential)	All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
			<p>city can only access the private rental sector which is expensive and in many cases inaccessible to those on benefits</p> <ul style="list-style-type: none"> • Social renting - if there is need to move house post-transition, the existing process is not sufficiently flexible for people to be able to either move, or move up to a housing band that would enable them to be re-housed 	<p>good practice within social and private landlords.</p> <ul style="list-style-type: none"> • Recommendation 17: Further work should be undertaken to address the transphobia and discrimination faced by older trans people such as in accessing adult social care services, supported housing and care homes (for example, personal care). As part of this, training on trans awareness and the needs of older trans people needs to be put in place for care homes and sheltered housing providers contracting with the council.

	Summary of data about your service-users and/or staff	Summary of service-user and/or staff feedback	Impacts identified from data and feedback (actual and potential)	All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Pregnancy and maternity (protection is during pregnancy and any statutory maternity leave to which the woman is entitled)	<p>12% of household accepted as homeless had a member who was pregnant</p> <p>0.5% of housing related support provided to teenage parents</p>	<p>No specific housing issues or needs were raised during consultation</p> <p>Consultees include:</p> <ul style="list-style-type: none"> • Children and Families • Housing Options team • Housing Event • Housing Related Support service • Public health 	<p>Higher percentage of homeless acceptances due to pregnancy than national average</p> <p>Shortage of suitable emergency accommodation</p>	<p>Provide suitable temporary accommodation that meets peoples needs</p> <p>Provide supported housing and housing related support for teenage parents</p>
Race (this includes ethnic or national origins, colour or nationality, and includes refugees and migrants; and Gypsies and Travellers)	<p>16% of households accepted as homeless were Black and Minority Ethnic (head of household)</p> <p>3,765 (19.5%) of the households on the Joint Housing Register at 2 July 2014 identified as Black and Minority Ethnic (head of household).</p> <p>140 of 718 (19.5%) social housing lets to</p>	<p>Overcrowding in all tenure but in particular private rented sector</p> <p>Unsuitable housing</p> <p>Black and Minority Ethnic tenants in the private rented sector can suffer discrimination</p> <p>Concerns about over-crowding in Houses in Multiple Occupation, and family housing</p>	<p>Overcrowding</p> <p>Lack of family housing</p> <p>Insecurity in Private Rented Sector</p> <p>Low percentage of Black and Minority Ethnic tenants in council housing</p> <p>Living in poorest areas mostly in the private rented sector, mainly in poor or insecure accommodation.</p>	<p>Maximise the opportunities to develop larger family new affordable housing</p> <p>Maximise opportunities to develop larger family homes through the estate regeneration programme</p> <p>Make sure there is a mix of Temporary Accommodation that will meet the needs of Black and Minority Ethnic</p>

	Summary of data about your service-users and/or staff	Summary of service-user and/or staff feedback	Impacts identified from data and feedback (actual and potential)	All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	<p>Black and Minority Ethnic households 2013/14</p> <p>Of the total of 409 energy efficiency measures completed in the city during 2011/12 13% of all measures were to Black and Minority Ethnic households.</p> <p>In September 2014 1,626 (12%) of council tenants identified as Black and Minority Ethnic.</p> <p>In October 2012, 75 (9%) of 856 council's sheltered housing tenants identified as Black and Minority Ethnic</p>	<p>particularly when families are insecurely housed and how that can affect schooling.</p> <p>Consultees include:</p> <ul style="list-style-type: none"> • Black and Minority Ethnic (BME) Needs Analysis Steering Group • Black and Minority Ethnic Community Partnership (BMECP) hosted community event 	<p>Hate crime if housed in unsafe neighbourhoods</p> <p>Gypsies and Travellers more likely to provide unpaid care</p> <p>Black and Minority Ethnic households more likely to be in fuel poverty but are under represented for energy efficiency measures</p> <p>Overrepresentation of Black and Minority Ethnic households in Temporary Accommodation</p> <p>Black and Minority Ethnic households on the housing register are more likely to need a larger home</p>	<p>households</p> <p>Support the provision of a new permanent traveller site</p> <p>Ensure private sector renewal and energy efficiency works are promoted to Black and Minority Ethnic households</p>
Religion or belief (religion includes any religion with a clear structure and belief)	<p>Brighton & Hove Census 2011:</p> <ul style="list-style-type: none"> • Christian and Jewish households are more 	<p>No housing specific issues or needs were raised during consultation</p>	<p>Hindu and Muslim households are more likely to be living in the private rented sector</p>	<p>Ensure emergency accommodation suitable for different religious needs</p>

	Summary of data about your service-users and/or staff	Summary of service-user and/or staff feedback	Impacts identified from data and feedback (actual and potential)	All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
<p>system. Belief means any religious or philosophical belief. The Act also covers lack of religion or belief.)</p>	<p>likely to be owner occupiers without a mortgage and least likely to be private renting</p> <ul style="list-style-type: none"> • Christian and Muslim households were more likely to be in social housing than other groups although with Muslim and other religions being relatively small, Christian is the dominant religion in social housing • 16% of Muslims were overcrowded, 14% of Hindu were overcrowded • Christian, Jewish and Other Religions are more likely to report Long-term health problem or disability 	<p>Consultees include:</p> <ul style="list-style-type: none"> • Black and Minority Ethnic Needs Analysis Steering Group • Black and Minority Ethnic Community Partnership (BMECP) hosted community event • Housing Event • Public health 	<p>Bangladeshi households are more likely to be homeowners but also more likely to live in deprived areas</p> <p>Muslim households are least likely to be homeowners</p> <p>Muslim and Hindu households are more likely to experience overcrowding</p> <p>Muslim households more likely to seek housing advice</p>	<p>Make sure there are no barriers for households of any religion or belief to access Government help to buy schemes</p> <p>Make sure households from all religions and beliefs can access private sector housing services</p> <p>Work with private sector landlords to make sure accommodation is in good condition</p>

	Summary of data about your service-users and/or staff	Summary of service-user and/or staff feedback	Impacts identified from data and feedback (actual and potential)	All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Sex/Gender (both men and women are covered under the Act)	<p>Higher number of homeless applications from women than men</p> <p>Women more likely to be accepted as homeless than men</p> <p>More female lone parents in temporary accommodation</p> <p>More male single person households in hostels and amongst rough sleeping population</p>	<p>No housing specific issues or needs were raised during consultation</p> <p>Consultees included</p> <ul style="list-style-type: none"> • Housing Event • Housing Related Support service • Public health 	<p>Need for support services for vulnerable women (often with children)</p> <p>Changes to rough sleeper services would disproportionately affect men</p>	<p>Provision of temporary accommodation that matches the needs of demand from the genders</p>
Sexual orientation (the Act protects bisexual, gay, heterosexual and lesbian people)	<p>We believe there are more than 40,000 LGBT people living in the city, which is about 11-15% of the city's population aged 16 or more.</p> <p>Homeless prevention 2009-2012 comparisons between LGBT households and heterosexual households</p>	<p>Issues for older LGBT people and sheltered housing etc.</p> <p>More awareness training needed</p> <p>Consultees include:</p> <ul style="list-style-type: none"> • LGBT Network • LGBT Health Inclusion Project 	<p>LGBT people more likely than heterosexual people to become homeless and be in need of a range of support services which increases their vulnerability</p> <p>Older LGBT people needs not met</p> <p>Staff training and awareness raising issues</p>	<p>We need to ensure that the city has:</p> <ul style="list-style-type: none"> • Accessible, welcoming and safe housing and support services that are responsive to the needs of LGBT people and promote their health and well-being • Housing and support

	Summary of data about your service-users and/or staff	Summary of service-user and/or staff feedback	Impacts identified from data and feedback (actual and potential)	All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	<p>showed:</p> <ul style="list-style-type: none"> • 22% LGBT households sustained their accommodation compared to 27% heterosexual households • 47% LGBT moved to alternative accommodation compared to 48% heterosexual • 31% LGBT did not have their homelessness prevented compared to 25% heterosexual 	<p>Count Me In Too 2008 report:</p> <ul style="list-style-type: none"> • Teenage LGBT people face difficulties with many suffer mental health difficulties • LGBT people with a disability or mental health difficulties find it more difficult to find suitable accommodation. • Around 8% of LGBT people have specialist housing needs and over 1/3 LGBT people have a disability or long-term health problems • Most LGBT people do feel safe in the city with estates on the outskirts of the city being identified as being less safe • LGBT people are more likely to experience some 	<p>Harassment through:</p> <ul style="list-style-type: none"> - discrimination - hate crime 	<p>services that contribute to LGBT community safety and challenge harassment, discrimination and hate crime</p> <ul style="list-style-type: none"> • Housing and support services that are planned and reviewed in consultation with the LGBT community <p>Link in with other LGBT groups co-ordinated through the LGBT Health and Inclusion Project</p>

	Summary of data about your service-users and/or staff	Summary of service-user and/or staff feedback	Impacts identified from data and feedback (actual and potential)	All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
		<p>form of domestic violence</p> <ul style="list-style-type: none"> • Count Me in Too reported that 22% of LGBT people who took part in the research had been homeless at some point in their lives 		
<p>Marriage and civil partnership (only in relation to due regard to the need to eliminate discrimination)</p>	No specific data relating to housing issues or needs	<p>No housing specific issues or needs were raised during consultation</p> <p>Consultees include:</p> <ul style="list-style-type: none"> • LGBT Network • LGBT Health and Inclusion Project 	No impacts identified (civil partnerships recognised for tenancies)	No specific housing related actions required
<p>Community Cohesion (what must happen in all communities to enable different groups of people to get on well together.)</p>	<p>Community nuisance linked to:</p> <ul style="list-style-type: none"> • Empty Homes: In 2013/14 – 168 long-term empty properties were brought back into use 	<ul style="list-style-type: none"> • Management of HMO • Growing private rented sector has significant Public Health implication • Consider demand on community services 	<ul style="list-style-type: none"> • HMOs can increase the likelihood of anti-social behaviour • Long-term empty properties can blight a neighbourhood and increase the likelihood of anti-social behaviour 	<ul style="list-style-type: none"> • Extend HMO additional licensing where appropriate • Continue to bring long-term empty properties back into use

	Summary of data about your service-users and/or staff	Summary of service-user and/or staff feedback	Impacts identified from data and feedback (actual and potential)	All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	<ul style="list-style-type: none"> • Poorly managed Housing in Multiple Occupation (HMO's): September 2014 - 1,983 additional licence applications received • Wider impacts of housing affordability issues – overcrowding, poor quality homes, health, wellbeing, education, households having to move away 	<p>when planning housing</p> <ul style="list-style-type: none"> • Wider impact on society, health, economy, wellbeing from housing not being affordable <p>Consultees include:</p> <ul style="list-style-type: none"> • Public Health • Carers Centre • Attendees at Event 	<ul style="list-style-type: none"> • More affordable housing • Need for local lettings plan • Estate regeneration 	<ul style="list-style-type: none"> • Provide balanced mix of affordable housing • Deliver estate regeneration programme through consultation with local residents • Attach local lettings plan with new developments
<p>Other relevant groups eg: Carers, people experiencing domestic and/or sexual violence, substance misusers, homeless people, looked after children, ex-armed forces personnel etc</p>	<p>Homeless people</p> <ul style="list-style-type: none"> • In 2013/14 - 510 households accepted homeless • 10.4% of housing related support was for single homeless people 	<p>Homeless people</p> <ul style="list-style-type: none"> • Interpretation of homeless legislation needs to be looked at again as there are concerns that there are people experiencing DV as being found intentionally homeless in relation to Violence Against Women & 	<p>Homeless people</p> <ul style="list-style-type: none"> • Increasing number of people seeking assistance • Instances of people experiencing DV not supported 	<p>Homeless people</p> <ul style="list-style-type: none"> • Make sure housing supply reflects housing need • Acquire suitable TA

	Summary of data about your service-users and/or staff	Summary of service-user and/or staff feedback	Impacts identified from data and feedback (actual and potential)	All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	<p>Rough sleepers</p> <ul style="list-style-type: none"> • 50 rough sleepers at street count in November 2013. • 2013/14 the Rough Sleepers Street Services & Relocation Team work with 1,066 rough sleepers. 6.9% of housing related support was for rough sleepers <p>Families</p> <ul style="list-style-type: none"> • In 2013/14 - 257 households were accepted homeless and in priority need due to having dependent children • 897 families in temporary accommodation at the end of March 2014 • 1 July 2014 <ul style="list-style-type: none"> ○ 7,332 households with dependent 	<p>Girls</p> <p>Rough sleepers</p> <ul style="list-style-type: none"> • No housing specific issues or needs were raised during consultation <p>Families</p> <ul style="list-style-type: none"> • Poverty – poor security of housing, income, food, and community • Families being stuck in temporary accommodation often outside their communities • Lack of family housing suitable where a member has a physical disability 	<p>Rough sleepers</p> <ul style="list-style-type: none"> • Increase in the number of rough sleepers • Increase in the number of rough sleepers supported by Rough Sleepers Street Services & Relocation Team <p>Families</p> <ul style="list-style-type: none"> • Cost to rent or buy in the city is beyond many families' means • Increase in number of families in temporary accommodation • Lack of family sized accommodation • Overcrowding • Lack of family sized housing for families' with identified needs e.g. family members 	<p>Rough sleepers</p> <ul style="list-style-type: none"> • provide housing related support • Continue to procure move-on accommodation • Support rough sleepers to sustain accommodation <p>Families</p> <ul style="list-style-type: none"> • Continue to meet the target of 10% larger family housing • Investigate buying family sized properties off plan • Maximise opportunities to provide larger family homes under the estate regeneration programme • Acquire suitable

	Summary of data about your service-users and/or staff	Summary of service-user and/or staff feedback	Impacts identified from data and feedback (actual and potential)	All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	<p>children on the housing register representing 38% of all households</p> <ul style="list-style-type: none"> ○ 2,647 households with dependent children on the housing register were assessed as being overcrowded ○ 259 of households on the housing register with dependent children and a member who had a physical disability <p>Substance misusers</p> <ul style="list-style-type: none"> • 2.5% of housing related support is for substance misusers • In 2012 - 1,582 clients were in substance misuse treatment programmes and a further 1,000 people need support to keep their homes 	<ul style="list-style-type: none"> • Lack of family support services can result in young people being evicted • Create the right mix of housing to encourage churn and therefore release larger homes across all tenures <p>Substance misusers</p> <ul style="list-style-type: none"> • No housing specific issues or needs were raised during consultation 	<p>has a disability</p> <ul style="list-style-type: none"> • Poor housing conditions can have Impact on the health and wellbeing of low income families <p>Substance misusers</p> <p>Housing stability has an affect on positive outcomes for substance misusers</p>	<p>temporary accommodation properties for families</p> <ul style="list-style-type: none"> • Continued funding for targeted Tenants Incentive Scheme • Work with private rented sector to alleviate evictions • Work with private rented sector to improve house conditions <p>Substance misusers</p> <ul style="list-style-type: none"> • Work to increase move-on provision • Work to secure housing related support

	Summary of data about your service-users and/or staff	Summary of service-user and/or staff feedback	Impacts identified from data and feedback (actual and potential)	All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
	<p>Carers</p> <ul style="list-style-type: none"> • The 2011 Census reported there were 23,967 carers living in the city, representing 8.8% of the population, which is less than the national proportion • young carers are more likely to be from Black, Asian or minority ethnic communities. • It is estimated that the average annual income for families with young carers is £5,000 less than other families. • People who identify as Gypsies and Travellers are more likely to be providing unpaid care than any other ethnic group. 	<p>Carers</p> <ul style="list-style-type: none"> • Particular issues for young carers who need 'sheltered' style accommodation • Increasing gap between benefits and cost of living • Affordable homes were no longer affordable • Need to consider demand on community services when planning housing • Support part buy/part rent • More shared homes • Not enough supported living • Access to information • Help with making homes warmer 	<p>Carers</p> <ul style="list-style-type: none"> • Increase in number carers • Carers more likely to be in debt • Carers more likely to be on low income • Carers more likely to experience poor health • Hidden young carers • More housing options needed • Lack of information • More likely to suffer fuel poverty 	<p>Carers</p> <ul style="list-style-type: none"> • Improve house conditions • Assist carers to maximise their incomes • Provide telecare support • Rehouse to suitable social housing • Work with private rented sector landlords • Support with adaptations • Ensure all new affordable housing meets lifetime homes standard • Continue to meet the target of 10% fully wheelchair accessible new affordable housing

	Summary of data about your service-users and/or staff	Summary of service-user and/or staff feedback	Impacts identified from data and feedback (actual and potential)	All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
<p>Cumulative impact (this is an impact that appears when you consider services or activities together. A change or activity in one area may create an impact somewhere else)</p>	<p>Housing needs (as highlighted above and in our data analysis reports) has a direct impact on health, social care, wellbeing, education, social cohesion, economy, life chances, poverty, deprivation, inequality etc.</p>	<p>Delayed discharge from hospital</p> <p>Overcrowding</p> <p>Housing costs – buying and renting not affordable</p> <p>Low paid workers (e.g. care workers) unable to afford to live in the city</p> <p>Impact of unsecure accommodation on children’s schooling</p> <p>Lack of family housing</p> <p>Appropriate adaptations and accessible housing</p>	<p>Poor quality, unaffordable housing, housing that is inappropriate and the lack of housing has a direct impact on people’s health wellbeing and independence and therefore can have implications for social care, education and health</p> <p>Lack of secure family sized homes has an impact on health, educational attainment</p> <p>Lack of affordable homes has an impact on adult social care workers</p> <p>Lack of appropriate housing related support has an impact on health, social care and crime and disorder</p> <p>Poor housing quality impacts on the environment</p>	<p>Maximise opportunities to develop affordable housing – through registered provider provision and our own estate regeneration programme</p> <p>Maximise opportunities to develop family sized housing – through registered provider provision and our own estate regeneration programme</p> <p>Maximise opportunities to provide fully wheelchair accessible new council homes under the estate regeneration programme</p> <p>Investigate buying off plan on new developments</p> <p>Increase take up of grants and loans for home improvements</p>

	Summary of data about your service-users and/or staff	Summary of service-user and/or staff feedback	Impacts identified from data and feedback (actual and potential)	All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
			<p>Lack of affordable housing impacts the city's economy</p> <p>Shortage of appropriate adapted homes has an impact on hospital discharge, health, wellbeing and independence of people (adult / child) with a disability, their carers and their families</p>	<p>Adaptations team work with housing management</p> <p>Explore funding streams for energy efficiency</p>

2. Prioritised Action Plan:

Housing Strategy 2015 Action Plan (*Note: detailed actions to deliver these objectives to be developed Q1 2015*):

Action	Measure	Lead	Timeframe
Priority 1: Improve Housing Supply			
New Affordable Housing	1. Prioritise support for new housing development that delivers a housing mix the city needs with a particular emphasis on family, Affordable Rent and where feasible, Social Rented housing.	Martin Reid	2015-2019
	2. Continue work with a range of partners including Homes & Communities Agency, housing associations and the community housing sector to develop more affordable housing.	Martin Reid	2015-2019
	3. Directly provide more council housing, such as by developing ourselves through our New Homes for Neighbourhoods programme, buying new homes off-plan or by supporting others to build and manage on our behalf.	Martin Reid/Nick Hibberd	2015-2019
	4. Use Right To Buy receipts and developer contributions to fund new housing.	Nick Hibberd	2015-2019
	5. Maximise housing provided from best use of the Council's Housing Revenue Account (HRA) investment, land and buildings.	Nick Hibberd	2015-2019
	6. Support housing associations and community housing organisations with their proposals to deliver affordable homes.	Martin Reid	2015-2019
	7. Work with the local business sector to maximise housing on mixed use developments incorporating homes, offices and retail.	Martin Reid	2015-2019
	8. Continue to look at alternative use of public assets including land, with a focus on maximising the social value of opportunities where appropriate.	Nick Hibberd	2015-2019
	9. Where compatible with local and national planning policy, increase housing supply through the conversion of unused and unneeded properties.	Rob Fraser	2015-2019
	10. Continue to work with adjacent local authorities in the Greater Brighton and Coastal West Sussex area to address unmet housing need across a sub-regional area.	Martin Reid	2015-2019
	11. In accordance with City Plan policy, support taller buildings and higher density development in appropriate locations of the city.	Rob Fraser	2015-2019
	12. Reinvigorate the Home Ownership for People with Long-term Disabilities	Martin Reid	2015-2019

Action	Measure	Lead	Timeframe
	scheme.		
Family Housing	13. Prioritise family housing in our housing investment plan and in enabling work with Homes & Communities Agency, Registered Providers and other partners.	Martin Reid	2015-2019
	14. Look to new developments to deliver family housing as part of the affordable housing requirement.	Martin Reid	2015-2019
	15. Support households wanting to downsize to increase supply of available family housing.	Rachel Chasseaud	2015-2019
	16. Work with occupational therapists and social workers to ensure that family properties are allocated and adapted in a co-ordinated manner.	Martin Reid / Denise D'Souza	2015-2019
	17. Early intervention for families struggling with accommodation including money advice and tenancy support.	Denise D'Souza / Adrian Channon	2015-2019
Community Housing Sector	18. Promote the concept of Community Housing.	Martin Reid	2015-2019
	19. Explore the viability of Community Land Trust and wider community housing development options when land is available with a focus on maximising the social value of new developments where appropriate.	Martin Reid / Nick Hibberd	2015-2019
	20. Explore the use of commercial properties for co-operatives where compatible with City Plan policies.	Rob Fraser / Martin Reid	2015-2019
	21. Share information on development opportunities with the Community Housing Network.	Rob Fraser	2015-2019
Student Housing	22. Continue to support the development of new affordable purpose built student accommodation in a range of locations within the city in accordance with City Plan policies.	Martin Reid / Rob Fraser	2015-2019
	23. Support local initiatives to integrate students and the local communities through shared projects such as the Good Neighbour Guides.	Universities	2015-2019
	24. Reduce the impact of student lets on neighbourhoods through managing the concentration of student lets (City Plan policy) and other measures such as requiring safe bicycle storage, communal bins and working with letting agents to reduce signage.	Universities	2015-2019
	25. Promote support services to students around tenancy management, rights, and responsibilities.	Universities	2015-2019
	26. Work with bordering authorities to support satellite campuses.	Universities	2015-2019
	27. Promote the Student's Union "Rate Your Landlord" report across the city and	Universities	2015-2019

Action	Measure	Lead	Timeframe
	the idea of rented accommodation that is 'fit for study'.		
Priority 2: Improve Housing Quality			
Decent Warm Homes	28. Continue to promote the highest possible building, space and environmental standards in all new developments, including new council homes being built to high sustainability levels.	Martin Reid	2015-2019
	29. Promote available grants and loans to owner occupiers and landlords.	Martin Reid	2015-2019
	30. Continue to improve council housing sustainability standards.	Martin Reid	2015-2019
	31. Work through the One Planet City Sustainability Action Plan to set a target on reducing the carbon emissions from the city's housing.	Martin Reid	2015-2019
	32. Continue the annual Warm Homes Healthy People Programme to support vulnerable households.	Denise D'Souza	2015-2019
	33. Work with the Food Partnership to ensure that housing and food are linked to improve well being and reduce waste.	Jan Jonker	2015-2019
	34. Further explore through the Strategic Housing Partnership and the Health & Wellbeing Board how the housing sector can work in partnership with health, social care and voluntary sector providers to improve health and wellbeing of local people.	Martin Reid / Alistair Hill	2015-2019
Empty Homes	35. Continue successful system of making and maintaining contact with all owners of empty property.	Martin Reid	2015-2019
	36. Update the Empty Property Enforcement Protocol to encourage an increase in the number of properties being returned to use.	Martin Reid	2015-2019
	37. Promote any available funding options to owners.	Martin Reid	2015-2019
	38. Explore additional funding opportunities as and when available.	Martin Reid	2015-2019
	39. Consider empty commercial property as a potential source of new housing.	Martin Reid	2015-2019
Private Rented Sector	40. Support a register of landlords in the city.	Martin Reid	2015-2019
	41. Support for landlords to better manage properties.	Martin Reid	2015-2019
	42. Develop an ethical standard for letting agents including a commitment to equalities and diversity, a 'living rent' scheme where rents are linked to wage inflation, and longer tenancies to support family stability.	Martin Reid	2015-2019
	43. Up skill small and accidental landlords to improve tenancy management.	Martin Reid	2015-2019
	44. Promote commonhold ownership amongst leaseholders in the city (in both	Martin Reid /	2015-2019

Action	Measure	Lead	Timeframe
	the private sector and amongst council leaseholders when all the flats are leasehold).	Rachel Chasseaud	
	45. Review evictions from the private rented sector to analyse the underlying reasons behind homelessness.	Sylvia Peckham	2015-2019
HMO Licencing	46. Promote the HMO licencing scheme so that we can ensure that un-licensed HMO's are reported and licensed properties are of standard.	Martin Reid	2015-2019
	47. Consult on extending HMO licencing to other areas where there is an identified need.	Martin Reid	2015-2019
	48. Respond to issues where legal standards are not being met.	Martin Reid	2015-2019
	49. Improve refuse collection and storage where there are high levels of HMO's.	Martin Reid	2015-2019
Priority 3: Improve Housing Support			
Homelessness Prevention	50. Provide Housing and Support Solutions that Tackle Homelessness and Promote the Health and Well-being of Vulnerable Adults.	Sylvia Peckham	2015-2019
	51. Provide 'whole families' housing and support solutions that tackle homelessness and promote the well-being of families and young people.	Sylvia Peckham	2015-2019
	52. Develop Access to Settled Homes	Sylvia Peckham	2015-2019
	53. Reduce Inequality and Tackle Homelessness amongst Our Communities of Interest	Sylvia Peckham	2015-2019
	54. Provide Integrated Housing, Employment and Support Solutions as a Platform for Economic Inclusion	Sylvia Peckham	2015-2019
Housing Related Support	55. Review and remodel the Integrated Support Pathway for homelessness so that it can deliver a more personalised service with better outcomes for service users.	Denise D'Souza	2015-2019
	56. Review service commissioning across health, housing, care and other services so that we can ensure a joined up approach to prevention.	Denise D'Souza	2015-2019
	57. Improve health and social services for the single homeless.	Denise D'Souza	2015-2019
	58. Support more independent accommodation to prevent long term use of hostels and reduce rough sleeping.	Denise D'Souza	2015-2019
	59. Review how people access support services to ensure they are able to access the most appropriate services for their needs.	Denise D'Souza / Sylvia Peckham	2015-2019
	60. Ensure supported housing reduces the need for residential care and other	Denise D'Souza	2015-2019

Action	Measure	Lead	Timeframe
	more intensive services.		
	61. Ensure a joint approach across housing, health and care services to tackle the impact of housing on well being.	Denise D'Souza / Tom Scanlon	2015-2019
	62. Ensure a joint approach to housing for people with learning disabilities across housing, health and care services.	Denise D'Souza	2015-2019
	63. Review outreach, advice, and floating support services to ensure that they meet the need in the city.	Denise D'Souza	2015-2019
	64. Support the early help pathway for young people and vulnerable adults who are parents.	Denise D'Souza / Steve Barton	2015-2019
	65. Ensure that services support survivors of Violence Against Women and Girls (VAWG).	Denise D'Souza/James Rowlands	2015-2019
	66. Ensure that services are accessible to people with autism.	Denise D'Souza	2015-2019
	67. Investigate the benefits of women only services.	Denise D'Souza	2015-2019
	68. Referral panels to promote choice and mixed communities in supported accommodation.	Denise D'Souza / Sylvia Peckham	2015-2019
	69. Support the Mental Health Accommodation as a good practice model.	Denise D'Souza / CCG	2015-2019
	70. Assess the impact of any potential future budget challenges with community groups and service users.	Denise D'Souza	2015-2019
Supporting Older People	71. Support further extra care developments including Brooke Mead.	Martin Reid	2015-2019
	72. Remodel sheltered housing to ensure that it supports the right people and improves social networks and well being.	Rachel Chasseaud / Denise D'Souza	2015-2019
	73. Continue to renovate sheltered schemes to convert studios into one bed homes.	Rachel Chasseaud	2015-2019
	74. Ensure that adaptations are done at the right time to support people to stay in their homes when they want to.	Martin Reid	2015-2019
	75. Support to people to 'downsize' when they choose and provide a range of options for them and accessible tools to support decision making.	Rachel Chasseaud	2015-2019
	76. Ensure that new developments are built to 'dementia friendly' standards and that staff in older people services have access to training on dementia.	Martin Reid	2015-2019
	77. Support community links between older people and students where both groups can benefit.	Universities	2015-2019

Action	Measure	Lead	Timeframe
	78. Better links between sheltered schemes and surrounding communities.	Rachel Chasseaud	2015-2019
	79. Ensure new housing development includes community spaces.	Martin Reid	2015-2019
Supporting our Black and Minority Ethnic Communities	80. Continue to work with the BME Needs Assessment Steering Group to identify housing issues specific to BME communities.	Martin Reid	2015-2019
	81. Work with Community Safety to resolve housing issues and harassment in a timely manner.	Linda Beanlands	2015-2019
	82. Work with the BME groups to provide scrutiny on the Housing Strategy.	Martin Reid	2015-2019
	83. Improve front facing customer service at Council housing offices.	Valerie Pearce	2015-2019
	84. Review the equalities impact of the allocations of social housing and consider the positive contribution made by single parent families.	Sylvia Peckham	2015-2019
Supporting our LGBT Communities	85. Ensure that as services are reviewed we check that they are accessible and safe for all.	Denise D'Souza / Valerie Pearce	2015-2019
	86. Carry out more research in partnership with community groups to identify specific gaps and needs.	Martin Reid	2015-2019
	87. Joint work with Community Safety to resolve housing issues and harassment in a timely manner.	Linda Beanlands	2015-2019
	88. Investigate potential impacts of 'out of area' placements for LGBT people in relation to local services and support networks.	Sylvia Peckham	2015-2019
	89. Work with sheltered housing providers to ensure that services are accessible for the LGBT communities.	Rachel Chasseaud / Denise D'Souza	2015-2019
	90. Support local LGBT agencies who are working with LGBT agencies in other areas where LGBT people are looking to move to Brighton to ensure this is done in a planned way.	Sylvia Peckham	2015-2019
	91. Use the skills in LGBT community groups to deliver improvements to frontline housing services.	Valerie Pearce / Sylvia Peckham	2015-2019
	92. Examine the provision of LGBT specific housing support services in the city.	Denise D'Souza	2015-2019
	93. Continue to implement Trans Scrutiny Panel Recommendations for Housing and consider the recommendations of the forthcoming Trans Needs Assessment.	Sylvia Peckham	2015-2019

3. List detailed data and/or community feedback which informed your EIA

Title (of data, research or engagement)	Date	Gaps in data (Identify how you will fill these gaps in future, in your action plan)	Contact
Housing Strategy 2015: Supporting Data Analysis	Sep 2014	No strategic housing related material gaps identified	Andy Staniford
Housing Strategy 2015: Family Housing Supporting Data Analysis	Sep 2014	No strategic housing related material gaps identified	Andy Staniford
Housing Strategy 2015: Consultation Report 1 – Initial Scoping	Sep 2014	No strategic housing related material gaps identified	Andy Staniford
Housing Strategy 2015: Consultation Report 2 – Draft Strategy	Dec 2014	No strategic housing related material gaps identified	Andy Staniford

4. EIA sign-off:

Lead Equality Impact Assessment officer: Sue Garner-Ford

Date: 14 October 2014

Directorate Management Team rep: Andy Staniford

Date: 19 December 2014

Communities and Equality Team officer: Sarah Tighe-Ford

Date: 19 December 2014

Equalities Impact Assessment Publication Template

Name of EIA:	Housing Strategy 2015	ID Number	H57
Lead Team:	Housing Strategy Team	Date EIA completed	December 2014
Summary of EIA:	<p>The focus of the this EIA is the development of the new Housing Strategy 2015 (available at www.brighton-hove.gov.uk/housingstrategy) and is a citywide strategy that is relevant to everyone living in the city irrespective of the type of housing tenure they live in and housing issues they have.</p> <p>The strategy identifies the key housing needs that matter to local people and action to be taken that will make a real difference to their lives and have a positive impact on the city's population. It sets out how the council and its partners will work together to address housing pressures in the city and bring benefits to the city through leveraging in funding for the authority and its partners.</p>		
Summary of relevant data: what information informed the EIA?	<p>Pressures from an increasing population, high property and rental prices, poor quality housing with a third of the city's housing stock non-decent, limited opportunities for new development and the effects of welfare reform are impacting on many families, particularly our most vulnerable residents. Over the past few years we have seen an increase in the number of households accepted as homeless and in priority need, placed in temporary accommodation and on our Joint Housing Register.</p> <p>Supporting data form a variety of sources has been analysed and presenting in the following documents available at www.brighton-hove.gov.uk/housingstrategy:</p> <ul style="list-style-type: none"> • Housing Strategy 2015: Supporting Data Analysis • Housing Strategy 2015: Family Housing Supporting Data Analysis 		
Summary of consultation: who was consulted and how?	<p>This strategy, the themes and priority actions have been developed through extensive consultation with commissioners, service providers, community groups and residents over 2014. In addition to attending a wide range of individual meetings and partnership meetings, three key events were held, a main stakeholder event, a BME community event hosted by BMECP and one for those with disabilities hosted by the Fed Centre for Independent Living. There was also an online consultation questionnaire. We promoted our events and engagement routes via social media using the council's Twitter account and Facebook page. A detailed Housing Strategy 2015 Consultation Reports are available at www.brighton-hove.gov.uk/housingstrategy</p>		

<p>Assessment of impact and key follow-up actions:</p>	<p>The new Housing Strategy has 3 overarching priorities that reflect the fundamental housing needs of the city. Within these, there are a number of themes detailing areas of need which have been highlighted by local people during the consultation as those areas that matter the most and will make the most impact:</p> <ul style="list-style-type: none"> • Priority 1: Improving Housing Supply <ul style="list-style-type: none"> ○ New Affordable Housing ○ Family Housing ○ Community Housing Sector ○ Student Housing • Priority 2: Improving Housing Quality <ul style="list-style-type: none"> ○ Decent Warm & Healthy Homes ○ Empty Homes ○ Private Rented Sector ○ Houses in Multiple Occupation (HMO) Licencing • Priority 3: Improving Housing Support <ul style="list-style-type: none"> ○ Homelessness Prevention ○ Housing Related Support ○ Supporting Older People ○ Supporting our Black & Minority Ethnic (BME) Communities ○ Supporting our Lesbian, Gay, Bisexual & Trans* (LGBT) Communities <p>An extensive action plan has been developed as part of the Housing Strategy 2015 to deliver on our priorities and themes available at www.brighton-hove.gov.uk/housingstrategy</p>
<p>For further information on the EIA contact:</p>	<p>Andy Staniford, Housing Strategy Manager, Brighton & Hove City Council, 4th Floor, Bartholomew House, Bartholomew Square, Brighton BN1 1JE Tel: 01273 293159. Email: andy.staniford@brighton-hove.gov.uk</p>